



Fourth Quarter 2016 Results

The *ADP Workforce Vitality Index*, which measures the total wages paid to the US private sector workforce and is part of the ADP Workforce Vitality Report, is 112.4 in the fourth quarter of 2016 (3Q2013=100, Not Seasonally Adjusted). The Index grew by 4.0% from a year ago. The index is composed of a number of metrics including job holders' wages, job holders' hours worked, job switchers' wages, and total employment.

Fourth Quarter 2016 Report Highlights

ADP Workforce Vitality Index: 112.4

ADP Workforce Vitality Index Growth: 4Q2016/4Q2015
4.0%

- **By Region**

	Index	Growth %
• Midwest	110.8	3.2%
• Northeast	109.9	3.2%
• South	113.1	4.4%
• West	115.2	4.7%

- **By Industry**

	Index	Growth %
• Construction	124.4	5.5%
• Education/Healthcare	116.2	5.6%
• Finance	114.8	5.1%
• Information	108.9	4.4%
• Leisure/Hospitality	120.2	5.6%
• Manufacturing	107.1	1.9%
• Professional Services	112.3	4.6%
• Trade	109.4	3.0%
• Resources & Mining	84.7	-14.8%

- **By Company Size**

	Index	Growth %
• 1-49 employees	118.5	2.1%
• 50-499 employees	109.0	4.8%
• 500-999 employees	111.7	10.1%
• 1,000+ employees	112.8	3.0%

- **By Age Group**

	Index	Growth %
• 16-24	111.4	4.7%
• 25-34	113.3	4.4%
• 35-54	108.5	2.9%
• 55 and Above	121.7	5.8%

- **By Tenure**

	Index	Growth %
• 0 to <3 Years	117.2	5.3%
• 3 to <5 Years	130.6	4.4%
• 5 to <10 Years	95.1	1.0%
• 10 Years or More	111.2	3.7%

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Q4 2016 Workforce Vitality Report: Region

		ALL TO ALL				FULLTIME TO FULLTIME				FULLTIME TO PARTTIME				PARTTIME TO FULLTIME				PARTTIME TO PARTTIME			
		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS	
		WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS
		GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH
ALL	201409	4.1%	0.6%	3.4%	3.7%	4.1%	0.5%	4.8%	-1.1%	7.7%	-35.4%	-1.2%	-52.0%	3.2%	44.5%	7.0%	148.5%	3.4%	-0.3%	2.2%	18.4%
	201412	4.1%	0.7%	3.5%	3.1%	4.2%	0.6%	4.9%	-1.6%	7.7%	-37.3%	-0.9%	-52.3%	3.4%	44.5%	7.1%	146.3%	3.4%	0.0%	2.5%	18.3%
	201503	4.1%	0.7%	3.6%	3.4%	4.2%	0.7%	5.1%	-1.3%	7.6%	-37.1%	-1.2%	-52.5%	3.2%	49.6%	7.6%	150.2%	3.5%	-0.6%	2.4%	18.4%
	201506	4.3%	0.4%	3.8%	2.8%	4.3%	0.4%	5.6%	-1.2%	8.1%	-35.6%	-2.3%	-52.5%	3.6%	47.3%	8.5%	150.0%	3.8%	-0.7%	2.6%	17.2%
	201509	4.3%	0.4%	3.9%	1.7%	4.3%	0.4%	5.7%	-1.3%	8.6%	-35.0%	-2.3%	-52.5%	3.6%	46.9%	8.9%	148.1%	3.7%	-0.5%	2.7%	15.7%
	201512	4.2%	0.3%	3.8%	2.1%	4.2%	0.3%	5.7%	-1.1%	8.7%	-37.8%	-2.8%	-52.0%	3.2%	43.7%	8.8%	148.2%	3.8%	-0.7%	2.7%	16.5%
	201603	4.3%	0.7%	3.7%	1.6%	4.2%	0.8%	5.4%	-1.0%	9.2%	-36.2%	-2.3%	-51.9%	3.7%	48.5%	9.0%	147.6%	4.0%	0.4%	2.7%	15.5%
	201606	4.3%	1.1%	3.7%	1.3%	4.2%	0.9%	5.3%	-1.2%	9.2%	-38.0%	-2.1%	-52.1%	3.4%	44.1%	8.7%	146.8%	4.1%	-0.2%	2.7%	14.4%
	201609	4.3%	0.4%	3.6%	1.8%	4.2%	0.2%	5.0%	-1.2%	8.4%	-36.7%	-2.0%	-52.5%	3.3%	43.5%	9.3%	147.7%	4.1%	-0.3%	2.5%	15.7%
201612	4.4%	0.1%	3.7%	2.3%	4.3%	0.4%	5.1%	-0.8%	8.7%	-37.5%	-1.8%	-52.8%	3.2%	46.1%	9.2%	148.4%	4.1%	-1.1%	2.6%	15.7%	
Midwest	201409	4.0%	0.5%	2.7%	4.0%	4.0%	0.4%	4.6%	-1.9%	5.7%	-35.2%	-3.2%	-52.0%	3.2%	43.4%	8.4%	148.4%	3.4%	-0.5%	1.3%	16.6%
	201412	4.0%	0.7%	2.8%	2.9%	4.1%	0.7%	4.4%	-2.2%	5.8%	-36.5%	-2.0%	-52.4%	3.6%	44.4%	7.5%	148.0%	3.4%	-0.3%	1.7%	15.6%
	201503	4.1%	0.8%	3.3%	2.3%	4.2%	0.7%	5.7%	-2.1%	6.2%	-37.4%	-1.4%	-53.0%	3.1%	48.8%	7.6%	150.3%	3.4%	-0.1%	1.4%	15.6%
	201506	4.3%	0.3%	4.0%	2.0%	4.2%	0.3%	6.3%	-1.5%	6.5%	-35.2%	-0.9%	-53.0%	4.3%	46.2%	9.3%	148.0%	3.8%	-0.9%	2.0%	15.1%
	201509	4.3%	0.3%	3.9%	0.6%	4.3%	0.2%	6.7%	-1.4%	6.3%	-34.3%	-2.3%	-51.7%	4.3%	45.8%	9.1%	143.8%	3.8%	-0.5%	2.3%	12.4%
	201512	4.2%	0.3%	3.6%	1.8%	4.2%	0.1%	6.4%	-0.2%	6.8%	-38.8%	-3.8%	-51.1%	3.9%	41.7%	9.8%	145.8%	3.9%	-1.0%	2.2%	14.0%
	201603	4.3%	0.5%	3.4%	1.7%	4.2%	0.5%	5.5%	0.1%	6.8%	-36.0%	-3.3%	-51.0%	4.6%	47.7%	10.8%	148.0%	4.0%	0.7%	2.5%	13.3%
	201606	4.3%	1.2%	2.9%	1.8%	4.3%	0.9%	4.8%	0.7%	7.5%	-38.1%	-4.5%	-51.0%	4.4%	44.1%	10.0%	147.4%	4.2%	0.0%	2.4%	11.7%
	201609	4.3%	0.8%	3.2%	2.8%	4.2%	0.4%	4.8%	0.4%	6.9%	-37.3%	-4.7%	-52.7%	4.4%	41.3%	12.6%	150.0%	4.1%	0.0%	2.3%	15.0%
201612	4.3%	-0.2%	3.2%	3.4%	4.3%	0.3%	4.8%	0.7%	6.5%	-37.6%	-4.6%	-53.3%	4.6%	46.0%	12.4%	151.1%	4.1%	-1.8%	2.4%	15.1%	
Northeast	201409	3.9%	0.5%	4.6%	3.5%	4.0%	0.4%	5.6%	-0.6%	9.8%	-33.2%	5.0%	-51.0%	2.0%	43.3%	4.3%	136.0%	3.4%	-0.1%	2.9%	19.3%
	201412	4.0%	0.9%	4.4%	2.6%	4.0%	0.6%	5.5%	-1.0%	10.4%	-35.7%	3.1%	-51.3%	2.3%	41.3%	4.0%	134.9%	3.3%	0.2%	3.5%	19.3%
	201503	4.0%	0.3%	4.3%	2.6%	4.0%	0.4%	5.8%	-0.9%	9.5%	-34.5%	2.5%	-51.7%	1.6%	49.6%	3.2%	135.7%	3.5%	-0.5%	3.2%	18.8%
	201506	4.1%	0.3%	4.5%	2.0%	4.1%	0.3%	6.3%	-1.0%	9.2%	-32.7%	0.3%	-51.9%	1.2%	45.7%	4.7%	133.2%	3.7%	-0.6%	3.5%	17.8%
	201509	4.2%	0.4%	4.7%	1.7%	4.2%	0.4%	6.3%	-1.0%	11.3%	-33.5%	1.6%	-51.6%	1.7%	44.5%	4.5%	129.9%	3.7%	-0.6%	3.9%	17.6%
	201512	4.1%	0.1%	4.8%	1.8%	4.1%	0.1%	6.6%	-1.0%	11.2%	-35.4%	2.1%	-51.0%	0.6%	41.9%	4.8%	127.0%	3.7%	-0.6%	3.5%	17.4%
	201603	4.3%	1.2%	5.0%	2.0%	4.2%	1.1%	6.3%	-0.8%	11.5%	-34.5%	3.4%	-50.1%	2.0%	44.3%	5.6%	127.5%	3.8%	1.3%	3.7%	16.2%
	201606	4.2%	0.9%	5.0%	1.6%	4.2%	0.7%	6.5%	-1.3%	12.6%	-36.5%	3.9%	-50.3%	1.8%	39.7%	5.2%	129.7%	3.8%	-0.6%	3.4%	15.3%
	201609	4.3%	0.1%	4.9%	1.2%	4.2%	0.0%	6.5%	-1.3%	10.8%	-33.7%	3.4%	-50.6%	1.6%	39.8%	6.2%	132.6%	3.9%	0.0%	2.8%	15.0%
201612	4.3%	0.1%	5.1%	2.0%	4.3%	0.4%	6.5%	-0.8%	10.6%	-35.6%	3.9%	-50.8%	1.4%	43.8%	6.0%	135.7%	3.9%	-0.7%	3.2%	16.2%	
South	201409	4.0%	0.6%	2.9%	3.6%	4.1%	0.6%	4.0%	-1.4%	7.0%	-36.6%	-1.8%	-52.7%	3.3%	45.3%	6.1%	153.5%	3.2%	-0.6%	2.3%	18.0%
	201412	4.1%	0.6%	3.2%	3.2%	4.1%	0.6%	4.2%	-1.9%	7.1%	-38.7%	-1.3%	-53.2%	3.5%	46.3%	6.9%	151.7%	3.3%	0.1%	2.6%	18.7%
	201503	4.0%	0.7%	3.3%	4.5%	4.1%	0.8%	4.3%	-1.3%	7.0%	-38.4%	-1.8%	-53.3%	3.3%	51.0%	8.6%	157.1%	3.3%	-1.4%	2.7%	20.2%
	201506	4.1%	0.4%	3.2%	3.7%	4.1%	0.4%	4.7%	-1.1%	7.8%	-37.1%	-3.7%	-53.1%	4.0%	49.1%	8.8%	159.6%	3.5%	-0.9%	2.6%	18.1%
	201509	4.1%	0.4%	3.5%	3.0%	4.1%	0.4%	4.9%	-1.4%	7.6%	-35.8%	-3.5%	-53.7%	4.2%	49.0%	10.6%	160.5%	3.6%	-0.8%	2.7%	17.8%
	201512	4.1%	0.4%	3.4%	3.4%	4.0%	0.4%	4.7%	-1.3%	7.7%	-39.7%	-3.3%	-53.6%	4.0%	45.1%	10.1%	161.4%	3.6%	-1.1%	2.4%	18.1%
	201603	4.0%	0.5%	3.2%	2.4%	3.9%	0.8%	4.6%	-1.4%	9.1%	-37.5%	-3.7%	-53.5%	3.7%	51.4%	9.5%	160.5%	3.7%	-0.3%	2.4%	17.2%
	201606	4.0%	0.9%	3.4%	2.0%	3.9%	0.8%	4.4%	-1.9%	7.8%	-39.0%	-2.3%	-53.9%	3.2%	45.5%	9.7%	158.0%	3.8%	-0.6%	2.5%	16.3%
	201609	4.0%	0.4%	2.9%	2.1%	3.9%	0.2%	3.7%	-2.0%	7.6%	-38.5%	-1.8%	-53.4%	2.9%	46.6%	8.5%	156.6%	3.7%	-1.0%	2.3%	16.6%
201612	4.1%	0.0%	3.2%	2.4%	4.0%	0.5%	4.0%	-1.8%	9.0%	-38.8%	-1.3%	-53.4%	2.6%	47.9%	8.9%	156.0%	3.7%	-1.5%	2.4%	16.3%	
West	201409	4.4%	0.6%	3.9%	3.8%	4.3%	0.4%	5.6%	-0.4%	9.0%	-35.2%	-3.3%	-51.2%	4.1%	45.6%	9.5%	149.9%	3.7%	0.3%	2.6%	20.3%
	201412	4.4%	0.5%	4.0%	3.4%	4.4%	0.5%	5.6%	-0.8%	8.5%	-37.0%	-2.3%	-51.3%	4.3%	44.9%	9.4%	143.0%	3.9%	0.0%	2.5%	20.4%
	201503	4.5%	0.9%	3.9%	3.5%	4.5%	0.8%	5.5%	-0.7%	8.1%	-36.7%	-3.0%	-51.2%	4.5%	48.3%	9.7%	148.5%	3.9%	0.1%	2.6%	18.9%
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	201509	4.6%	0.7%	3.8%	0.9%	4.6%	0.5%	5.6%	-1.3%	10.3%	-35.8%	-3.4%	-52.3%	3.6%	46.8%	10.4%	145.6%	3.9%	0.0%	2.6%	16.1%
	201512	4.6%	0.5%	3.8%	0.7%	4.6%	0.3%	5.9%	-1.9%	9.5%	-35.8%	-4.7%	-51.8%	3.5%	45.6%	9.9%	145.2%	3.9%	0.2%	2.9%	17.4%
	201603	4.8%	1.0%	4.0%	0.1%	4.6%	1.0%	5.7%	-1.7%	9.9%	-35.8%	-3.5%	-51.7%	4.8%	49.2%	10.2%	141.1%	4.6%	0.1%	3.0%	16.3%
	201606	4.8%	1.3%	3.9%	-0.4%	4.7%	0.9%	6.0%	-1.8%	9.7%	-37.7%	-4.1%	-51.9%	4.3%	45.9%	9.4%	140.1%	4.6%	0.4%	3.0%	14.9%
	201609	4.8%	0.5%	4.1%	1.0%	4.7%	0.3%	6.0%	-1.3%	8.8%	-35.8%	-3.9%	-52.2%	4.1%	44.8%	10.3%	141.0%	4.9%	-0.2%	3.0%	15.9%
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Q4 2016 Workforce Vitality Report: Age

		ALL TO ALL				FULLTIME TO FULLTIME				FULLTIME TO PARTTIME				PARTTIME TO FULLTIME				PARTTIME TO PARTTIME			
		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS	
		WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS
		GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH
ALL	201409	4.1%	0.6%	3.4%	3.7%	4.1%	0.5%	4.8%	-1.1%	7.7%	-35.4%	-1.2%	-52.0%	3.2%	44.5%	7.0%	148.5%	3.4%	-0.3%	2.2%	18.4%
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	201503	4.1%	0.7%	3.6%	3.4%	4.2%	0.7%	5.1%	-1.3%	7.6%	-37.1%	-1.2%	-52.5%	3.2%	49.6%	7.6%	150.2%	3.5%	-0.6%	2.4%	18.4%
	201506	4.3%	0.4%	3.8%	2.8%	4.3%	0.4%	5.6%	-1.2%	8.1%	-35.6%	-2.3%	-52.5%	3.6%	47.3%	8.5%	150.0%	3.8%	-0.7%	2.6%	17.2%
	201509	4.3%	0.4%	3.9%	1.7%	4.3%	0.4%	5.7%	-1.3%	8.6%	-35.0%	-2.3%	-52.5%	3.6%	46.9%	8.9%	148.1%	3.7%	-0.5%	2.7%	15.7%
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201612	4.4%	0.1%	3.7%	2.3%	4.3%	0.4%	5.1%	-0.8%	8.7%	-37.5%	-1.8%	-52.8%	3.2%	46.1%	9.2%	148.4%	4.1%	-1.1%	2.6%	15.7%	
<25	201409	8.0%	3.5%	6.4%	16.1%	9.2%	1.8%	9.6%	1.4%	9.5%	-40.3%	0.0%	-56.4%	11.3%	58.8%	20.2%	182.9%	5.9%	1.8%	4.4%	21.4%
	201412	8.1%	3.7%	6.6%	15.6%	9.1%	1.9%	10.2%	1.4%	9.4%	-42.5%	1.4%	-57.1%	11.9%	59.6%	18.7%	182.6%	5.8%	2.2%	4.6%	21.5%
	201503	8.3%	4.4%	6.8%	15.6%	9.2%	1.8%	12.0%	2.0%	8.7%	-41.6%	-0.1%	-56.7%	12.4%	63.5%	18.5%	186.5%	6.1%	3.3%	4.8%	21.3%
	201506	8.5%	3.1%	6.9%	14.8%	9.4%	1.5%	12.4%	1.1%	9.6%	-42.2%	-1.3%	-56.4%	12.4%	61.6%	18.8%	186.7%	6.6%	0.4%	5.0%	20.4%
	201509	8.5%	3.8%	6.8%	13.7%	9.4%	1.7%	11.5%	1.4%	10.3%	-41.2%	-1.4%	-56.8%	11.6%	58.5%	19.2%	185.0%	6.4%	2.4%	5.1%	19.7%
	201512	8.4%	3.5%	6.8%	14.3%	9.1%	1.3%	11.4%	1.1%	9.5%	-42.2%	-2.1%	-56.0%	11.9%	60.4%	20.1%	183.2%	6.5%	2.3%	5.1%	20.6%
	201603	8.9%	3.4%	6.5%	13.1%	9.5%	1.5%	11.2%	1.5%	10.1%	-39.9%	-1.1%	-56.1%	12.3%	63.9%	20.7%	181.8%	7.1%	2.3%	4.6%	19.5%
	201606	8.8%	4.1%	6.5%	12.4%	9.5%	2.2%	11.8%	0.9%	10.8%	-43.3%	-0.5%	-56.4%	12.0%	62.0%	21.1%	175.2%	7.1%	0.5%	4.2%	18.0%
	201609	8.7%	3.1%	6.6%	12.4%	9.5%	1.1%	11.9%	-0.2%	9.8%	-41.1%	0.4%	-56.6%	11.0%	58.6%	22.3%	172.5%	7.0%	1.5%	4.0%	18.5%
201612	8.6%	2.3%	6.5%	13.2%	9.2%	1.6%	13.2%	0.8%	9.0%	-42.5%	0.3%	-56.8%	12.0%	59.2%	20.8%	174.4%	7.1%	0.3%	4.0%	18.8%	
25-34	201409	6.3%	0.5%	6.5%	3.2%	6.5%	0.6%	9.7%	0.0%	8.5%	-37.2%	1.9%	-51.6%	5.1%	46.5%	9.8%	134.9%	4.5%	-1.5%	2.3%	18.4%
	201412	6.3%	0.5%	6.4%	2.7%	6.6%	0.7%	9.5%	-0.1%	8.4%	-39.2%	1.4%	-51.6%	5.3%	46.1%	10.3%	133.8%	4.5%	-1.6%	2.5%	18.1%
	201503	6.5%	0.6%	6.4%	2.4%	6.7%	0.6%	9.6%	-0.6%	8.7%	-38.6%	2.1%	-52.2%	5.3%	50.1%	10.0%	137.1%	4.6%	-1.6%	2.3%	17.0%
	201506	6.6%	0.3%	6.5%	1.5%	6.8%	0.4%	10.0%	-0.8%	9.2%	-37.7%	0.4%	-52.0%	5.6%	48.0%	10.8%	135.6%	4.9%	-1.5%	2.7%	16.3%
	201509	6.6%	0.4%	6.4%	0.8%	6.8%	0.4%	10.3%	-0.9%	9.8%	-37.0%	0.0%	-51.8%	5.1%	48.3%	9.9%	134.1%	4.8%	-1.7%	2.9%	14.0%
	201512	6.6%	0.2%	6.3%	0.7%	6.8%	0.3%	10.4%	-1.1%	9.9%	-39.6%	-0.3%	-51.9%	5.1%	45.8%	9.3%	133.5%	4.9%	-2.4%	2.7%	14.3%
	201603	6.7%	0.6%	6.3%	0.7%	6.9%	0.8%	10.6%	-0.4%	10.0%	-37.9%	-0.9%	-51.7%	5.7%	49.9%	9.1%	134.5%	5.3%	-1.0%	3.0%	13.9%
	201606	6.7%	1.1%	6.2%	0.2%	6.9%	0.9%	10.5%	-0.6%	10.3%	-39.6%	-1.1%	-52.1%	5.2%	46.3%	8.8%	136.4%	5.3%	-1.4%	3.4%	11.9%
	201609	6.7%	0.4%	6.0%	0.1%	6.9%	0.3%	10.2%	-0.7%	9.5%	-38.3%	-1.2%	-52.9%	5.0%	45.9%	9.3%	137.3%	5.4%	-1.6%	3.0%	13.1%
201612	6.8%	0.0%	6.0%	0.4%	7.0%	0.6%	10.4%	-0.4%	9.5%	-39.2%	-1.0%	-53.2%	4.7%	47.1%	9.0%	138.2%	5.5%	-2.4%	2.9%	13.5%	
35-54	201409	3.7%	0.4%	1.6%	-0.6%	3.8%	0.4%	3.1%	-1.9%	7.4%	-33.1%	-1.8%	-50.1%	1.2%	40.0%	0.4%	138.8%	2.9%	-0.1%	0.5%	16.6%
	201412	3.8%	0.6%	1.9%	-1.4%	3.9%	0.5%	3.1%	-2.6%	7.4%	-35.0%	-1.1%	-50.3%	1.4%	40.5%	1.4%	133.8%	3.0%	0.3%	0.9%	16.2%
	201503	3.8%	0.6%	2.0%	-0.8%	3.9%	0.6%	3.5%	-2.6%	7.5%	-35.0%	-1.9%	-50.4%	0.7%	45.5%	2.3%	137.7%	3.0%	-0.9%	0.4%	17.9%
	201506	3.9%	0.3%	2.3%	-1.2%	4.0%	0.3%	3.9%	-2.0%	7.7%	-33.0%	-2.3%	-50.7%	1.2%	42.9%	3.7%	137.5%	3.2%	-0.2%	0.2%	15.4%
	201509	3.9%	0.3%	2.5%	-2.2%	4.0%	0.3%	4.3%	-2.1%	8.0%	-32.5%	-2.3%	-50.7%	1.5%	43.0%	5.1%	135.0%	3.2%	-0.6%	0.2%	13.5%
	201512	3.9%	0.3%	2.4%	-1.4%	3.9%	0.2%	4.2%	-1.4%	8.4%	-35.7%	-2.8%	-49.9%	1.3%	39.3%	4.6%	136.4%	3.2%	-0.6%	0.2%	14.5%
	201603	4.0%	0.7%	2.4%	-2.1%	4.0%	0.8%	3.9%	-1.6%	8.9%	-34.1%	-2.2%	-49.6%	1.8%	44.0%	5.0%	135.2%	3.4%	0.6%	0.6%	12.6%
	201606	3.9%	1.0%	2.3%	-2.2%	4.0%	0.8%	3.8%	-1.8%	9.1%	-35.7%	-2.1%	-49.9%	1.5%	39.1%	4.2%	136.2%	3.4%	0.2%	0.7%	12.9%
	201609	3.9%	0.3%	2.1%	-1.2%	4.0%	0.2%	3.4%	-1.8%	8.1%	-34.4%	-2.0%	-50.0%	1.4%	38.9%	4.5%	140.0%	3.4%	-0.3%	0.6%	15.5%
201612	4.0%	0.1%	2.1%	-1.0%	4.0%	0.4%	3.4%	-1.5%	8.8%	-35.6%	-2.3%	-50.4%	1.1%	42.0%	5.1%	141.2%	3.5%	-0.6%	0.9%	14.4%	
55+	201409	2.2%	-0.2%	-2.2%	-4.7%	2.2%	0.3%	-0.6%	-2.9%	6.4%	-33.6%	-6.8%	-50.9%	-0.7%	35.8%	-1.4%	131.0%	2.0%	-1.3%	-2.3%	6.8%
	201412	2.3%	0.1%	-2.4%	-6.0%	2.3%	0.5%	-0.7%	-3.9%	6.7%	-35.6%	-7.2%	-52.1%	-0.5%	36.3%	-2.8%	129.2%	2.0%	-0.7%	-1.9%	7.8%
	201503	2.2%	-0.1%	-2.2%	-4.0%	2.2%	0.6%	-0.7%	-0.2%	6.2%	-36.1%	-7.0%	-52.2%	-1.5%	42.6%	-1.1%	135.4%	2.1%	-2.2%	-1.7%	9.1%
	201506	2.3%	-0.3%	-2.3%	-5.0%	2.2%	0.3%	-0.4%	-0.6%	7.1%	-33.7%	-9.1%	-52.5%	-0.9%	39.8%	-0.8%	138.9%	2.2%	-1.7%	-0.9%	10.0%
	201509	2.3%	-0.3%	-2.0%	-6.5%	2.3%	0.2%	-0.6%	-1.4%	7.6%	-32.9%	-8.2%	-51.8%	-0.8%	38.9%	-0.6%	138.4%	2.2%	-1.9%	-0.2%	9.3%
	201512	2.3%	-0.4%	-2.1%	-6.4%	2.2%	0.0%	-0.6%	-2.0%	7.6%	-36.4%	-8.4%	-51.8%	-0.6%	35.2%	-0.1%	142.2%	2.2%	-1.6%	-0.6%	10.6%
	201603	2.3%	0.1%	-2.3%	-6.1%	2.2%	0.7%	-1.6%	-2.4%	8.6%	-35.7%	-7.3%	-51.4%	-0.6%	41.2%	-0.1%	142.1%	2.3%	-0.4%	0.1%	12.0%
	201606	2.3%	0.3%	-1.9%	-6.7%	2.2%	0.6%	-1.5%	-2.3%	7.5%	-36.7%	-6.1%	-51.5%	-0.4%	35.0%	-0.8%	135.7%	2.4%	-0.5%	0.6%	10.3%
	201609	2.3%	-0.3%	-2.1%	-4.8%	2.2%	0.0%	-1.9%	-1.2%	7.2%	-35.3%	-6.3%	-51.4%	-0.2%	35.5%	-0.3%	134.5%	2.4%	-1.1%	0.1%	11.7%
201612	2.3%	-0.6%	-1.5%	-4.3%	2.3%	0.2%	-1.5%	-0.5%	7.3%	-35.5%	-4.3%	-51.4%	-1.0%	39.4%	0.2%	128.6%	2.5%	-2.0%	0.5%	10.9%	

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Q4 2016 Workforce Vitality Report: Wage

		ALL TO ALL				FULLTIME TO FULLTIME				FULLTIME TO PARTTIME				PARTTIME TO FULLTIME				PARTTIME TO PARTTIME			
		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS	
		WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS
		GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH
ALL	201409	4.1%	0.6%	3.4%	3.7%	4.1%	0.5%	4.8%	-1.1%	7.7%	-35.4%	-1.2%	-52.0%	3.2%	44.5%	7.0%	148.5%	3.4%	-0.3%	2.2%	18.4%
	201412	4.1%	0.7%	3.5%	3.1%	4.2%	0.6%	4.9%	-1.6%	7.7%	-37.3%	-0.9%	-52.3%	3.4%	44.5%	7.1%	146.3%	3.4%	0.0%	2.5%	18.3%
	201503	4.1%	0.7%	3.6%	3.4%	4.2%	0.7%	5.1%	-1.3%	7.6%	-37.1%	-1.2%	-52.5%	3.2%	49.6%	7.6%	150.2%	3.5%	-0.6%	2.4%	18.4%
	201506	4.3%	0.4%	3.8%	2.8%	4.3%	0.4%	5.6%	-1.2%	8.1%	-35.6%	-2.3%	-52.5%	3.6%	47.3%	8.5%	150.0%	3.8%	-0.7%	2.6%	17.2%
	201509	4.3%	0.4%	3.9%	1.7%	4.3%	0.4%	5.7%	-1.3%	8.6%	-35.0%	-2.3%	-52.5%	3.6%	46.9%	8.9%	148.1%	3.7%	-0.5%	2.7%	15.7%
	201512	4.2%	0.3%	3.8%	2.1%	4.2%	0.3%	5.7%	-1.1%	8.7%	-37.8%	-2.8%	-52.0%	3.2%	43.7%	8.8%	148.2%	3.8%	-0.7%	2.7%	16.5%
	201603	4.3%	0.7%	3.7%	1.6%	4.2%	0.8%	5.4%	-1.0%	9.2%	-36.2%	-2.3%	-51.9%	3.7%	48.5%	9.0%	147.6%	4.0%	0.4%	2.7%	15.5%
	201606	4.3%	1.1%	3.7%	1.3%	4.2%	0.9%	5.3%	-1.2%	9.2%	-38.0%	-2.1%	-52.1%	3.4%	44.1%	8.7%	146.8%	4.1%	-0.2%	2.7%	14.4%
201609	4.3%	0.4%	3.6%	1.8%	4.2%	0.2%	5.0%	-1.2%	8.4%	-36.7%	-2.0%	-52.5%	3.3%	43.5%	9.3%	147.7%	4.1%	-0.3%	2.5%	15.7%	
201612	4.4%	0.1%	3.7%	2.3%	4.3%	0.4%	5.1%	-0.8%	8.7%	-37.5%	-1.8%	-52.8%	3.2%	46.1%	9.2%	148.4%	4.1%	-1.1%	2.6%	15.7%	
<\$20K	201409	5.4%	9.5%	8.7%	45.5%	12.2%	5.8%	62.1%	2.3%	14.2%	-36.5%	36.7%	-57.8%	8.6%	75.4%	19.0%	217.0%	3.9%	2.5%	4.2%	27.8%
	201412	5.5%	9.6%	8.9%	44.4%	13.0%	5.3%	59.7%	0.1%	14.4%	-37.4%	38.7%	-58.4%	9.3%	73.0%	19.1%	211.7%	3.8%	2.7%	4.4%	27.7%
	201503	5.8%	10.3%	8.8%	44.8%	12.9%	5.8%	59.4%	0.2%	18.4%	-38.0%	37.3%	-58.8%	9.5%	77.1%	18.8%	219.0%	4.0%	2.5%	4.4%	27.7%
	201506	6.0%	9.5%	9.2%	44.1%	13.5%	5.9%	67.1%	4.0%	16.6%	-37.7%	37.1%	-58.6%	9.6%	74.9%	19.6%	217.4%	4.3%	2.0%	4.7%	26.5%
	201509	5.9%	9.8%	9.2%	42.1%	13.5%	5.0%	71.0%	1.4%	18.1%	-38.4%	34.6%	-59.8%	9.3%	75.5%	20.2%	216.1%	4.2%	2.5%	4.8%	24.9%
	201512	6.0%	10.1%	9.0%	43.0%	13.4%	5.6%	69.3%	2.3%	18.4%	-37.5%	35.0%	-59.3%	9.7%	74.5%	19.8%	215.4%	4.3%	2.2%	4.7%	25.7%
	201603	6.4%	11.0%	9.1%	42.2%	14.1%	5.9%	68.9%	3.8%	21.1%	-37.0%	37.5%	-58.8%	10.0%	78.6%	20.0%	212.9%	4.6%	3.6%	4.7%	25.1%
	201606	6.5%	11.0%	8.8%	41.3%	13.6%	5.6%	61.2%	2.5%	22.7%	-39.8%	37.3%	-58.8%	9.8%	75.0%	19.8%	211.8%	4.8%	2.8%	4.6%	24.0%
201609	6.4%	11.0%	8.8%	42.6%	13.6%	5.2%	62.9%	2.4%	21.7%	-38.2%	41.2%	-59.0%	9.1%	75.8%	20.0%	211.6%	4.8%	3.1%	4.5%	25.4%	
201612	6.5%	9.1%	8.8%	43.8%	14.2%	5.7%	70.2%	4.0%	20.2%	-38.4%	43.5%	-59.1%	10.2%	73.7%	19.6%	212.3%	4.8%	1.6%	4.6%	25.7%	
\$20K-\$50K	201409	5.0%	-0.6%	2.3%	-17.7%	5.4%	0.9%	11.5%	0.7%	6.1%	-33.5%	-3.7%	-51.8%	3.4%	25.6%	2.1%	60.4%	3.0%	-4.8%	-7.4%	-27.3%
	201412	5.0%	-0.3%	2.6%	-18.6%	5.4%	1.2%	12.1%	0.2%	6.0%	-36.0%	-3.4%	-52.0%	3.3%	26.3%	2.2%	59.8%	3.1%	-4.6%	-6.9%	-27.4%
	201503	5.1%	-0.2%	2.7%	-18.6%	5.5%	1.3%	12.8%	1.3%	5.9%	-35.0%	-3.6%	-51.9%	3.4%	28.5%	2.1%	59.7%	3.1%	-5.8%	-6.5%	-26.2%
	201506	5.3%	-0.6%	2.7%	-19.4%	5.7%	0.9%	13.5%	1.1%	6.3%	-34.2%	-4.1%	-51.9%	4.1%	27.8%	1.7%	59.1%	3.3%	-5.1%	-6.3%	-26.8%
	201509	5.4%	-0.6%	2.7%	-20.1%	5.8%	0.9%	13.7%	0.8%	6.9%	-33.5%	-4.0%	-51.8%	3.9%	27.1%	1.1%	57.6%	3.3%	-5.4%	-5.6%	-26.0%
	201512	5.4%	-0.7%	2.6%	-19.9%	5.8%	0.7%	13.7%	0.8%	6.9%	-36.4%	-4.1%	-51.4%	3.5%	25.9%	1.1%	56.2%	3.3%	-6.2%	-6.2%	-25.7%
	201603	5.5%	-0.8%	2.4%	-20.5%	5.9%	0.8%	13.5%	0.3%	7.7%	-34.2%	-4.2%	-51.2%	3.7%	29.5%	0.7%	55.8%	3.4%	-5.6%	-6.2%	-27.2%
	201606	5.5%	0.1%	2.5%	-20.7%	5.9%	1.5%	13.6%	0.2%	7.5%	-36.4%	-3.5%	-51.5%	4.0%	26.8%	0.7%	56.8%	3.4%	-5.6%	-6.1%	-28.4%
201609	5.5%	-0.8%	2.2%	-21.1%	5.9%	0.6%	13.0%	0.2%	7.0%	-35.1%	-4.0%	-52.0%	4.1%	26.2%	1.3%	56.2%	3.4%	-6.9%	-6.9%	-29.3%	
201612	5.7%	-1.1%	1.9%	-21.2%	6.2%	1.0%	12.8%	0.4%	6.8%	-36.0%	-4.2%	-52.4%	3.6%	27.7%	1.1%	57.2%	3.5%	-6.5%	-6.4%	-29.6%	
\$50K-\$75K	201409	4.2%	-0.9%	3.6%	-12.9%	4.4%	-0.1%	8.1%	-1.9%	7.5%	-40.2%	-4.4%	-50.4%	-2.4%	19.2%	-9.5%	43.2%	3.0%	-3.2%	-8.0%	-28.1%
	201412	4.3%	-0.8%	3.4%	-13.5%	4.4%	-0.1%	8.0%	-2.5%	7.0%	-40.5%	-5.2%	-51.5%	-2.8%	23.9%	-10.6%	41.7%	3.1%	-3.0%	-7.8%	-24.9%
	201503	4.3%	-0.9%	3.1%	-13.4%	4.4%	0.0%	7.9%	-2.6%	7.0%	-42.4%	-5.8%	-52.2%	-5.2%	28.8%	-10.4%	43.2%	2.9%	-4.1%	-8.1%	-23.1%
	201506	4.4%	-1.2%	3.2%	-13.4%	4.5%	-0.4%	7.9%	-2.3%	7.0%	-37.8%	-6.6%	-51.5%	-3.9%	27.0%	-7.4%	41.0%	3.2%	-3.3%	-7.5%	-21.1%
	201509	4.4%	-1.2%	2.8%	-13.8%	4.5%	-0.3%	7.5%	-2.1%	7.8%	-36.9%	-6.6%	-51.2%	-3.1%	26.2%	-7.3%	43.2%	3.1%	-3.6%	-7.0%	-21.5%
	201512	4.4%	-1.3%	2.8%	-13.6%	4.5%	-0.5%	7.2%	-2.0%	8.2%	-42.4%	-6.2%	-50.5%	-2.8%	22.7%	-7.8%	43.4%	3.2%	-4.1%	-6.0%	-25.2%
	201603	4.4%	-0.7%	2.5%	-13.8%	4.5%	0.2%	7.1%	-1.6%	9.1%	-41.5%	-7.1%	-50.1%	-3.4%	27.4%	-8.0%	43.8%	3.3%	-3.3%	-4.7%	-26.3%
	201606	4.4%	-0.6%	2.2%	-14.6%	4.5%	0.2%	6.9%	-1.9%	8.3%	-41.4%	-7.4%	-50.7%	-2.6%	22.8%	-9.2%	44.8%	3.3%	-3.7%	-4.3%	-26.8%
201609	4.4%	-1.2%	2.6%	-14.0%	4.5%	-0.4%	7.0%	-2.0%	7.9%	-40.5%	-6.8%	-50.9%	-2.2%	23.5%	-7.8%	43.3%	3.1%	-4.8%	-5.3%	-26.8%	
201612	4.4%	-1.2%	2.7%	-14.1%	4.5%	-0.3%	7.3%	-1.6%	8.4%	-41.8%	-6.4%	-51.4%	-3.8%	26.2%	-8.1%	43.8%	3.2%	-3.8%	-6.5%	-25.6%	
\$75K+	201409	3.3%	-0.7%	-0.9%	-9.7%	3.3%	-0.3%	0.4%	-3.0%	9.7%	-40.8%	-2.1%	-47.9%	-6.4%	16.6%	-23.6%	34.0%	2.9%	-1.8%	-3.5%	-27.0%
	201412	3.4%	-0.7%	-0.9%	-9.6%	3.4%	-0.3%	0.3%	-3.1%	10.5%	-42.9%	-1.5%	-47.7%	-6.4%	23.0%	-22.6%	34.3%	3.0%	-1.4%	-4.3%	-26.7%
	201503	3.3%	-0.8%	-0.7%	-9.8%	3.4%	-0.3%	0.6%	-3.2%	9.0%	-43.3%	-2.0%	-47.9%	-14.2%	32.5%	-19.9%	32.7%	3.1%	-1.8%	-8.0%	-23.6%
	201506	3.4%	-0.9%	-0.6%	-10.5%	3.4%	-0.4%	1.0%	-3.4%	11.2%	-39.1%	-3.9%	-49.1%	-14.3%	30.2%	-18.1%	31.8%	3.1%	-1.6%	-9.9%	-24.4%
	201509	3.4%	-0.8%	-0.1%	-10.5%	3.4%	-0.4%	1.4%	-3.2%	10.8%	-36.7%	-3.5%	-49.1%	-12.8%	30.2%	-16.0%	29.1%	3.1%	-1.8%	-7.9%	-21.3%
	201512	3.3%	-1.0%	-0.2%	-10.4%	3.3%	-0.5%	1.6%	-3.0%	10.6%	-41.8%	-5.2%	-48.6%	-10.1%	25.7%	-17.3%	30.9%	3.1%	-1.9%	-8.8%	-21.7%
	201603	3.3%	0.1%	0.0%	-10.1%	3.3%	0.7%	1.4%	-2.5%	9.8%	-42.7%	-3.5%	-49.2%	-6.5%	23.3%	-16.6%	30.8%	3.3%	-0.6%	-6.1%	-24.9%
	201606	3.3%	-0.6%	0.1%	-10.2%	3.4%	-0.2%	1.5%	-2.7%	10.1%	-42.1%	-3.2%	-49.3%	-8.8%	24.5%	-17.7%	31.6%	3.2%	-2.1%	-4.9%	-24.2%
201609	3.3%	-0.9%	-0.2%	-10.0%	3.4%	-0.5%	1.1%	-2.6%	8.6%	-40.3%	-3.1%	-49.4%	-10.6%	26.3%	-16.8%	32.6%	3.3%	-2.1%	-7.2%	-24.9%	
201612	3.3%	-0.8%	-0.1%	-9.6%	3.3%	-0.4%	1.1%	-2.2%	10.8%	-41.6%	-2.4%	-49.5%	-12.4%	28.8%	-16.2%	30.7%	3.5%	-2.1%	-7.7%	-24.7%	

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Q4 2016 Workforce Vitality Report: Employment and Turnover Rate

Year Over Year Employment Growth

	ALL	Region				Industry										Size				Age				Gender		Income				Tenure			FT/PT		
		MIDW	NEAS	SOUT	WEST	CONS	EDUH	FIN	INF	LEIH	MANF	PROFS	TRADE	RESM	OTH	<50	50-499	500-999	1000+	24 or less	25 to 34	35 to 54	55 or more	Female	Male	20k or less	20k to 50k	50k to 75k	75k or more	2 or less	3 to 5	5 to 9	10 or more	FT	PT
		Q1 2015	2.4%	2.0%	1.7%	2.7%	3.1%	4.9%	2.5%	1.6%	-0.2%	2.9%	1.7%	3.1%	2.2%	4.3%	1.2%	6.5%	0.1%	-0.4%	2.2%	2.6%	1.0%	2.0%	5.6%	2.6%	2.3%	0.8%	2.5%	2.9%	4.7%	3.2%	11.2%	-5.1%	1.9%
Q2 2015	2.3%	1.9%	1.7%	2.5%	3.0%	4.3%	2.8%	1.6%	-0.2%	2.7%	1.4%	3.1%	2.1%	0.2%	1.1%	5.5%	0.1%	-5.3%	3.4%	2.1%	0.5%	2.0%	6.2%	2.7%	2.0%	0.5%	2.0%	3.0%	5.4%	2.7%	9.1%	-3.9%	2.7%	2.2%	2.6%
Q3 2015	2.2%	1.9%	1.7%	2.3%	2.9%	3.7%	2.8%	1.7%	0.0%	2.8%	1.0%	3.0%	2.0%	-4.2%	1.2%	4.8%	1.0%	-4.9%	2.8%	2.0%	0.5%	1.8%	6.1%	2.5%	2.0%	0.2%	1.6%	3.5%	5.9%	3.0%	6.2%	-3.5%	2.6%	2.1%	2.5%
Q4 2015	2.1%	1.7%	1.7%	2.2%	2.8%	3.9%	2.9%	1.7%	0.1%	2.9%	0.4%	3.1%	1.8%	-9.3%	1.2%	6.1%	2.8%	-2.6%	-0.1%	3.4%	0.8%	1.3%	5.1%	3.0%	1.3%	1.7%	1.4%	1.9%	4.5%	4.1%	4.1%	-4.5%	0.9%	2.3%	1.7%
Q1 2016	2.1%	1.5%	1.7%	2.3%	2.6%	5.0%	2.7%	1.9%	1.2%	3.0%	0.1%	2.8%	1.8%	-17.9%	1.5%	4.5%	3.1%	0.9%	-0.1%	4.8%	2.6%	0.1%	4.0%	3.0%	1.3%	2.5%	-0.6%	1.8%	7.0%	4.6%	2.3%	-4.4%	0.0%	0.8%	4.7%
Q2 2016	2.0%	1.4%	1.6%	2.3%	2.5%	4.6%	2.7%	2.1%	1.0%	3.0%	0.0%	2.6%	1.7%	-19.0%	1.4%	3.6%	3.8%	5.8%	-1.1%	5.3%	2.6%	-0.2%	3.5%	3.0%	1.1%	1.3%	0.9%	2.6%	4.6%	4.7%	0.8%	-3.9%	-0.3%	2.3%	1.5%
Q3 2016	1.9%	1.4%	1.5%	2.3%	2.4%	4.4%	2.6%	2.2%	0.5%	2.8%	-0.1%	2.8%	1.6%	-18.1%	1.4%	-0.6%	3.2%	9.4%	1.4%	4.4%	2.3%	0.1%	3.5%	3.0%	0.9%	0.8%	0.8%	2.7%	5.2%	3.8%	1.3%	-2.9%	0.9%	2.3%	1.3%
Q4 2016	1.8%	1.2%	1.4%	2.2%	2.2%	3.3%	2.4%	2.1%	0.2%	2.6%	-0.3%	2.8%	1.4%	-14.2%	1.7%	-0.8%	3.3%	8.0%	1.4%	2.8%	2.1%	0.5%	3.7%	2.2%	1.4%	0.2%	0.3%	3.3%	5.9%	2.8%	2.0%	-1.9%	1.6%	1.0%	3.4%

Yearly Turnover Rate

	ALL	Region				Industry										Size				Age				Gender		Income				Tenure			FT/PT		
		MIDW	NEAS	SOUT	WEST	CONS	EDUH	FIN	INF	LEIH	MANF	PROFS	TRADE	RESM	OTH	<50	50-499	500-999	1000+	24 or less	25 to 34	35 to 54	55 or more	Female	Male	20k or less	20k to 50k	50k to 75k	75k or more	2 or less	3 to 5	5 to 9	10 or more	FT	PT
		Q1 2015	23.0%	22.4%	16.7%	26.8%	22.8%	19.8%	16.7%	14.3%	16.7%	41.0%	11.6%	29.5%	23.0%	21.5%	21.8%	21.4%	27.8%	24.2%	20.2%	56.7%	25.4%	15.1%	9.2%	23.6%	22.5%	52.5%	13.6%	7.6%	6.6%	42.1%			
Q2 2015	23.6%	23.0%	17.0%	27.4%	23.5%	20.6%	17.2%	14.5%	17.1%	42.2%	11.9%	29.5%	23.8%	21.6%	22.4%	21.8%	28.5%	24.9%	20.8%	58.1%	26.1%	15.5%	9.5%	24.3%	22.9%	54.0%	13.9%	7.8%	6.8%	43.1%				9.4%	51.3%
Q3 2015	24.2%	23.5%	17.5%	28.2%	24.2%	21.2%	17.7%	15.1%	17.4%	43.6%	12.3%	29.9%	24.5%	21.6%	22.9%	22.3%	29.2%	25.5%	21.5%	59.5%	26.9%	15.9%	9.7%	25.0%	23.5%	55.6%	14.3%	8.0%	7.0%	44.1%				9.6%	52.6%
Q4 2015	24.7%	23.8%	18.0%	28.9%	24.7%	21.6%	18.2%	15.5%	18.0%	44.8%	12.6%	30.2%	25.1%	21.7%	23.3%	22.8%	29.9%	26.0%	22.0%	60.6%	27.6%	16.3%	10.0%	25.7%	23.9%	56.7%	14.9%	8.1%	7.1%	44.9%				9.9%	53.9%
Q1 2016	25.2%	24.2%	18.5%	29.3%	25.2%	21.7%	18.7%	15.6%	18.2%	45.6%	12.9%	30.7%	25.5%	21.9%	23.6%	23.2%	30.4%	26.3%	22.4%	61.4%	28.1%	16.6%	10.2%	26.3%	24.2%	57.6%	15.3%	8.3%	7.3%	45.5%				10.1%	54.5%
Q2 2016	25.5%	24.7%	18.8%	29.6%	25.5%	21.6%	19.0%	15.6%	18.1%	46.4%	13.2%	31.2%	25.7%	22.8%	23.8%	23.4%	30.7%	26.7%	22.8%	61.8%	28.5%	16.8%	10.4%	26.7%	24.5%	58.4%	15.6%	8.4%	7.4%	45.8%				10.2%	55.4%
Q3 2016	25.8%	25.0%	19.0%	29.8%	25.7%	21.5%	19.2%	15.4%	17.8%	47.3%	13.4%	31.5%	25.9%	23.7%	23.8%	23.7%	30.9%	27.0%	23.1%	62.1%	28.8%	17.0%	10.4%	27.0%	24.7%	59.0%	15.9%	8.5%	7.3%	46.0%				10.2%	56.1%
Q4 2016	26.1%	25.4%	19.1%	29.8%	26.4%	21.5%	19.5%	15.5%	17.4%	48.0%	13.6%	32.1%	26.0%	24.3%	23.6%	23.9%	31.2%	27.3%	23.3%	62.6%	29.2%	17.2%	10.5%	27.2%	25.0%	59.8%	16.3%	8.5%	7.3%	46.4%				10.3%	56.5%

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